

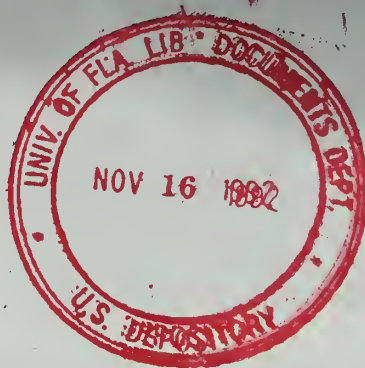
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USAREC

October 1992

Recruiter Journal

USAREC vs. the hurricane



**Hurricane Andrew's destruction on Homestead AFB
(photos by Martin Skulas)**



USAREC Recruiter Journal

October 1992

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Cover photo by . . .

Martin C. Skulas, HQ USAREC, Personnel Directorate

(see story on page 7)

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Persian Gulf symptoms

■ Some military members who served in the Persian Gulf and who are experiencing health problems may be reluctant to report their maladies because they believe their careers may be ruined.

That's what American Legion officials have discovered in their ongoing monitoring of the health conditions of Desert Storm veterans.

"Some active duty personnel complain that due to the downsizing efforts of the Department of Defense (DoD), they are reluctant to come forward with their medical problems for fear that their military careers would be placed in jeopardy," says Steve A. Robertson, deputy director of the American Legion's National Legislative Division. Robertson is also an Army National Guard member who served with a military police unit in Saudi Arabia during the 1991 war.

A number of ailments have been reported by many of the 500,000 troops who served in the Persian Gulf region. Among the conditions are chronic fatigue, depression, aching joints, hair loss and flu-like symptoms.

Last March, physicians from Walter Reed Army Medical Center, writing in the *New England Journal of Medicine*, said some infectious diseases unique to the Mideast may show up in veterans years after their return from the gulf.

The American Legion continues to urge Desert Storm veterans who experience medical problems to file a claim with the Department of Veterans Affairs.

Public Law 102-190 requires DoD to establish and maintain a special registry for armed forces

members exposed to the fumes of burning oil in the Persian Gulf.

"The American Legion has asked Congress to amend that law and require a collaborative VA-DoD registry effort to accommodate long-term health studies among those exhibiting conditions related to their service in the gulf," says Robertson.

USAREC's toll-free number back in service

■ With the relocation of USAREC's headquarters to Fort Knox, Ky., the toll-free number is now back in service.

Although the toll-free number remains the same (800-223-3735), the procedure at Fort Knox is slightly different. To reach extensions at Fort Knox, you must first dial the number 4 before you dial the rest of the extension.

For example, to reach the *Recruiter Journal* editor via the toll-free number, first call 1-800-223-3735; then, when the switchboard directs you to dial the extension, dial 4-8948.

Absentee votes keep military involved in democracy

■ It's not hard to vote, even for soldiers stationed in remote locations, thanks to the Army Voting Assistance Program.

"Many people just don't know how to vote," said Tom Feazell, the program's coordinator. "It's not a difficult process, but you do need the 1992-1993 Voting Assistance Guide to access information to help you either register or request a ballot." Feazell said soldiers and their families can vote while stationed overseas or in the United States, as long as they're away from the town in which they're registered.

Department of the Army civilians can use absentee ballots only if they're stationed overseas. In either case, elections can be local or national. "The rules vary greatly from state to state... That's why the Voting Assistance Guide is so important," he said. The Guide has all the information a voter needs to cast an absentee ballot. "Normally,

CONAP Stats

Brigade	Agreements for 1-31 Aug 92	Total CONAP Agreements
1st	26	1,366
2d	229	2,793
5th	56	1,230
6th	45	417

most states require that you send in your request for registration 30 days before the election," he said.

ARNEWS

Revised ethics rules coming

■ The U.S. Office of Government Ethics has published its final version of Standards of Ethical Conduct for Employees of the Executive Branch, according to Al Novotne, an attorney at the Pentagon. The new rules, which take effect Feb. 3, 1993, are scheduled to be spelled out in a forthcoming Defense Department "Joint Ethics Regulation" that will replace the current standards-of-conduct regulations used by defense agencies. Novotne and other officials in the judge advocate general's standards-of-conduct office are working with other defense activities to develop materials for training Army personnel on how the new rules apply to them. The new rules do not resolve every issue related to standards of conduct, such as the issue of military officers and federal employees receiving honoraria for speaking and writing on non-duty-related matters. "The next action on that issue will be taken either in Congress or in the courts," Novotne said.

ARNEWS

Army Olympians return from Spain

■ Of the many athletes who competed in the 1992 Summer Olympics, 15 were soldiers, including bronze medalist in Greco Roman

wrestling SPC Rodney Smith. The nation's leadership welcomed home all the military Olympians, Aug. 12. President Bush greeted them at the White House, as did Secretary of Defense Dick Cheney at the Pentagon. The soldier-athletes also met Army Chief of Staff GEN Gordon R. Sullivan and Sergeant Major of the Army Richard A. Kidd. Dressed alike in their flag-inspired warm-up suits at the Pentagon, the Army Olympians talked about the thrill of international competition. But whatever love they have for their sport, these athletes agreed that they are "soldiers first."

ARNEWS

Organization supports military athletes

■ Dreams of Olympic glory dazzle athletes of all ages and drive them to excellence. But talent and dedication aren't enough to reach the coveted medal stand. Without funding, many aspiring champions will never compete.

The U.S. Military Sports Association supports servicemembers who reach for athletic excellence. "If military athletes have the will to endure the long, arduous training required to become a national caliber athlete, USMSA will provide a way," said the organization's president, Thomas L. Moore. Eligible athletes can receive up to \$1,000 from USMSA. To see how you or your team can get USMSA sponsorship, call (703) 836-1288 or write to: USMSA, 909 N. Washington St., Suite 308, Alexandria, Va., 22314.

ARNEWS



Army spotlights Hispanic-Americans

■ The Army spotlighted its Hispanic American soldiers, civilians and family members during its annual observance of Hispanic Heritage Month, Sept. 15 - Oct. 15. This year's theme was "500 Years of Hispanic Heritage, 1492-1992 — Contributing to America's Progress."

"The military and civilian contributions of Hispanic-Americans reflect a deep commitment to the principles of freedom and democracy, which are the strength of the United States," said Secretary of Defense Dick Cheney. "No manner of tribute to our country's heritage could be more appropriate than to acknowledge the importance of Hispanic-Americans' contributions to national security," Cheney said. "We salute their contributions, sacrifices and bravery." Personnel statistics show that Hispanic-Americans make up 2.1 percent of the Army's officers and 4.5 percent of its enlisted soldiers.

ARNEWS

Seven keys to time management

This series of articles has discussed several different mental laws. One mental law, the Law of Control, says that you feel *positively* about yourself to the degree to which you feel you are in control of your life, and you feel *negatively* about yourself to the degree to which you feel you are not in control, or the degree to which you feel you are controlled by external events. There is no place where the discussion of this is more important than in the subject of time management.

Charles Hobbs, the noted time management specialist, has come up with a great definition of time management. He says that time management is the control of the sequence of events. Most of the stress that you experience comes from the feeling that you are not in control of the sequence of events in your life. All successful people have managed to assert control by practicing good time management skills. They achieve more than the average individual simply because they use their time effectively.

Every individual has the same 24 hours in a day in which to achieve success. Yet, the top 20 percent of every graduating class, of every industry, of every social grouping accomplish and achieve 80 percent of the rewards. This is not because they have more talent, skills, ability, intelligence, or education. It happens because they use their time better.

What are the reasons for any inefficiency you experience? What can you do to use your time more efficiently?

You must realize that one of the most important keys to success is self-discipline. Self-discipline means keeping your mind on what you want to achieve rather than on ever-present distractors. It means "self-mastery." It also means "self-control" in terms of time and in terms of sequence of events. If you cannot master time, then

the seeds of greatness and success are not in you, and it is not likely that you will ever accomplish all that you are capable of doing.

There are seven keys to time management. If you will follow these seven keys until they become automatic, you can double your time efficiency faster than you ever thought was achievable.

The starting point for time management is to have clear, specific

goals. According to the Institute for Executive Development, at least 80 percent of time wasted occurs because people aren't sure of what they are supposed to be doing. They are not sure what they want to do, and in many cases they are not sure what their supervisor wants them to do. They do not know their own goals or the goals of their employer. Establish clear and specific goals, and define them in terms of output, in terms of what results you want to achieve.

Once you have established your goals, **establish clear, written plans**. Organize your plans into a list of activities. Every minute spent in planning will save you five to fifteen minutes in execution. Execution without planning is the cause of almost every failure in the sales industry.

Next, **make a list**. All successful time managers make lists. Make a list for every day, for every week,

***Make a list for
every day, every
week, and every
month***

and for every month. Write these lists down on paper. Whenever you get an idea or think of something you need to do, write it down on paper. Do your thinking on paper, if you will.

The next step in successful time management is to **set priorities**. There isn't enough time in a day to do everything, but there is enough time to do the important things if you can decide what they are. So prioritize your time using the 80/20 rule. This rule says that 80 percent of the value of what you do comes from 20 percent of what you do. If you have a list of 10 things to do, two of those things will have more value than all of the rest of them combined. Always look at what is called the vital few versus the trivial many. The truly successful people do the vital few things, the right things, and they do things one at a time and stay with them until they are complete. The key question for time management is, "What is the most valuable use of my time right now?" Before starting any new task ask yourself this question. Then discipline yourself to do only what is the most valuable use of your time.

According to Charles Hobbs, you should next use concentration of power. This means that you **do first things first** and second things not at all. Do first things first, do them one at a time, do them right, and stay with them until they are 100 percent complete. One of the most valuable attributes of executive life is the ability to carry a task through to completion. Use what is called single handling. This means that once you pick something up, don't put it down until it's handled and complete. Most wasted time comes from picking something up and putting it down, then picking it up and starting it over again. So once it's picked up, stay with

it and complete it before going to the next task.

Overcome procrastination. Procrastination is not just the thief of time, it's the thief of life. The way to overcome procrastination is to use affirmations, and the most powerful affirmation is, "Do it now!" Drive and press that affirmation into your mind. The more you repeat it the more you find it works automatically. The most important quality you can develop in ridding yourself of procrastination is a sense of urgency. Get on with the job and do it fast. Develop a fast tempo. It is essential to success. The harder and faster you work, the more energy you have, the more drive you have, the more you get accomplished. Why? Whenever you finish a task, you get a jolt of positive energy.

The final key to success is to **keep your life in balance**. Make sure that you take time every day to spend with the people who are close to you and to think through your values. Think of what it is that you really care about. Don't let your life become all work, and don't let your life become all play. Keep a balance in all areas of your life.

Most people give up just when they're about to achieve success. They quit on the one yard line. They give up at the last minute of the game one foot from a winning touchdown.

— H. Ross Perot

Training Tips

Question: What is a simple time management system?

Answer: A simple time management system is the ABCDE system where the letters have the following meaning:

- A — Top priority tasks that must be done.
- B — Secondary priority tasks that should be done.
- C — Unimportant tasks that can be done when As and Bs are done.
- D — Delegate.
- E — Eliminate.

Use these letters in prioritizing your tasks as you put them on your list. Then work all of your "A" tasks before going to your "B" tasks, and so on. This way you can be sure that the important things are done first, giving you more efficient use of your time.

We have been watching the truly remarkable success of the Concurrent Admissions Program (CONAP) ever since it went command-wide last summer; however, in the last two months we've noted an equally remarkable drop-off in CONAP accomplishment (*see box*).

One brigade, which we will not name, but whose headquarters is in Atlanta, is still producing college agreements at a record-breaking pace, although their sister brigade, headquartered somewhere to the southwest, still has its hand in the game (*see the CONAP monthly statistics, page 2*).

This is not the time to allow our commitment to CONAP to flag. It is a win-win program for all concerned. Colleges are now asking for CONAP sign-up information; parents love it, not to mention prospects. It's a dynamic sales tool, great for DEP sustainment, and it offers unparalleled opportunities for recruiters to work colleges and universities in a variety of ways.

Those highly successful recruiters in the quality market are working CONAP vigorously. Could it possibly be that CONAP is a direct contribution to quality production? We think so.

COL John Myers, Director,
Advertising & Public Affairs,
HQ USAREC

CONAP

Innovative recruiters and education specialists have discovered a number of ways to promote CONAP. For example, SFC Charles Mujica, a station commander in Oxnard, Cal., has taken the extra effort to establish a CONAP library. He sent letters to participating CONAP colleges and universities requesting that they send catalogs, literature and applications. He has received information from over 300 institutions so far, which he has sorted by brigade area.

Recruiters aren't required to maintain catalogs from throughout the nation, but it's a good idea to obtain catalogs and applications from CONAP colleges within a 100-mile radius or within your battalion area.

Recruiters are not required to

become experts in these areas, but through their experiences and exposure to CONAP institutions and their working relationships with CONAP points of contact, they will become knowledgeable of CONAP colleges and universities and their admissions policies. Most prospects and even their parents have little information about neighboring colleges and existing financial aid programs. Recruiters can provide valuable information and insight to their prospects and their parents. This will assist them in making intelligent decisions.

Having college catalogs and applications in the recruiting office should help the prospect complete the forms more quickly, which may assist in getting a faster turnaround time for the college admission agreement.

<u>MONTH</u>	<u>REFERRALS</u>	<u>AGREEMENTS</u>
March	1363	651
April	1428	621
May	1306	650
June	1231	829
July	915	543
August	653	356

USAREC vs. the hurricane

— Andrew blew us away

What's the worst week you can imagine? Losing your job? Losing your house? Having your life threatened? For a quarter of a million people in south Florida and Louisiana, this is exactly what happened to them. The devastation of Hurricane Andrew has left more than 250,000 homeless, and, with 100,000 homes damaged or destroyed, they will continue to be homeless for well into the foreseeable future.

Numbered among the devastated are many Recruiting Command personnel. The news reports discussed the complete destruction of Homestead Air Force Base, but failed to mention that the Homestead Recruiting Station was also wiped out. In Dade County, Florida, 38 Recruiting Command personnel lost their homes because of Andrew. One nurse recruiter in Louisiana had a tree fall on his house, which damaged electrical wiring and caused a fire. Fortunately, USAREC injuries were limited to bruising and lacerations caused by broken glass.

In the Homestead area, 13 recruiters had evacuated spouses and children, sending them out of danger to stay with other relatives. When it was over, a total of 38 USAREC personnel were left homeless, 31 military and 7 civilians. The Homestead Recruiting Station was completely wiped out, and the Perrine station was heavily damaged. At press time, there is still no electricity or water service to the Perrine RS. Although there was a

mission reduction for the area, for purposes of command and control, affected recruiters were then attached to other stations.

In Louisiana, tornadoes spawned by Andrew hit hard in La Place and Reserve. Hardest hit by the hurricane were the towns of New Iberia, Houma, Morgan City, and Jeanerette. There was minimal damage to the stations, mostly due to the wind, although New Iberia and Houma suffered power outages. Once again, USAREC took care of its own. Reports New Orleans Battalion executive officer MAJ David Burgemeister, Jackson Battalion sent



USAREC donations roll in — these from Lansing (Mich.) Battalion. (Miami Bn photo)



Typical damage to formerly lush tropical streets, now transformed into rubble. (Miami Bn photo)

an 18-wheeler down with 11 pallets of goods and Montgomery Battalion sent a 5-ton truck with supplies. New Orleans Battalion personnel shared the USAREC wealth first with DEP members and their families, then with the civilian public.

In response to MG Jack C. Wheeler's request, Fort Knox personnel quickly mobilized aid to stricken USAREC personnel in Florida. With the headquarters relocation and restructuring, USAREC could provide the funding but not the personnel needed quickly on the scene in the Homestead area. MG Paul Funk, commander of Fort Knox, authorized his resources to come to USAREC's assistance. The Fort Knox team arrived in the Miami Battalion area on Saturday, August 29. Team members included: Chaplain (LTC) Theodore Sirotko, CPT Dylan Seitz of the Staff Judge Advocate's Office, CPT B. Paul Carney, a psychologist with Community Mental Health Services, Mr. Charles Brown, Team Chief for Fort Knox Family Services, and Mr. Dick Grindall from Army Emergency Relief.

Miami Battalion had set up individual offices for the team members, so that affected personnel could see each one privately. While the chaplain and the psychologist counselled our victims for their spiritual and emotional well-being, the AER and SJA representatives dealt with the nuts and bolts of living in a world blown away. Seitz helped people with lost paperwork, insurance claims, lease agreements, and other legal matters, while Grindall issued 31 AER checks totalling almost \$150,000. The AER has extended its repayment period for this disaster to 36 months, with payments not due until February 1993.

Grindall says he saw a total of 41 people, most of whom needed money for replacements — apartments, clothes, furniture, vehicles. A problem that quickly became apparent was price gouging — or, "whatever the

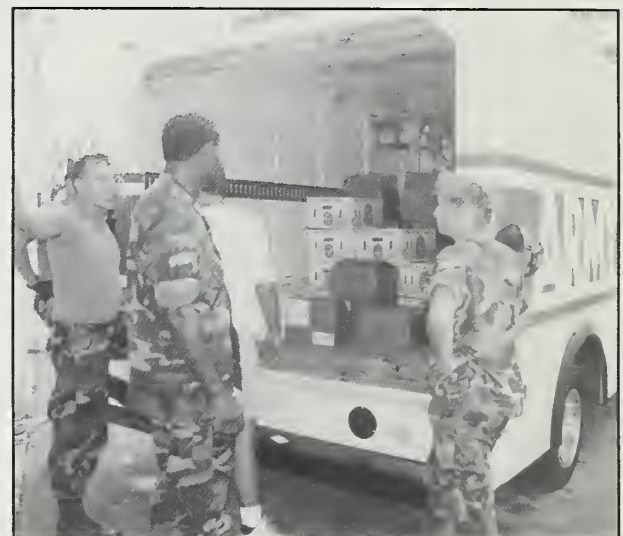
market will bear." One sergeant came in asking only for a loan of \$280 to rent a trailer to haul some of his property. He knew exactly how much he needed because he'd only moved in a couple of months ago and had rented a trailer then. What he didn't know was that all commodities were increasing geometrically in price. He was convinced to take a loan for \$750 instead.

Seitz remarked on another aspect of price gouging — how much will it cost to rebuild homes destroyed by Andrew? Because of our market economy, building supplies in south Florida will rapidly sell for premium prices, and the cost of rebuilding anything will be several times what the value of the original property was. In insurance terms, if one or two homes had been lost, the cost of materials to rebuild would remain stable. But in a disaster of such overwhelming proportions, all building materials will be at a premium.

Unfortunately for USAREC's hurricane victims, of the renters interviewed by the Fort Knox team, only one had renter's insurance (see sidebar). A few who had recently arrived in the area still had their household goods in storage, which were under government control and will be reimbursed by the government. But renters without insurance have lost their property with no hope of reimbursement.

Shortly after the Fort Knox team came home, USAREC had fielded its own team: Martin Skulas, a civilian with FEMA experience who is employed by the Personnel Directorate at HQ USAREC, and Kay Huff, a long-time Red Cross volunteer and Family Support Group member from Lexington, Ky.

"Even in this terrible time, our people rose to the challenge of what happened during Hurricane Andrew,"



Help came in from the Recruiting Support Command, too. (Miami Bn photo)



The conference room was converted to a food distribution center for the battalion's needy.

said MG Jack C. Wheeler, commanding general of USAREC. "All over the command, our people provided food, clothing and prayer, a lot of life's necessities, truckloads of supplies. I am so proud of these people, helping out the way they did, from Cleveland to Montgomery. Every company in 2d Brigade brought in supplies, every battalion in the southeast gave assistance in some form."

Three weeks after Andrew hit, MAJ Alice Horton, Miami Battalion executive officer, says that people are starting to accept what's happened. "I think there were a number of hasty decisions made," says Horton, "but now that they are over their shock, our people are starting to think about how to recover, what comes next, and how to get on with their lives."

USAREC's chief of staff, COL Stewart McGregor, describes that aftermath of Andrew as yet another instance of Army families helping Army families. "I am very proud of the fact that not one USAREC family spent one night homeless. Each and every one of those displaced personnel and their families were taken in and cared for by another USAREC family. Not a lot of people had that kind of help."

Horton agrees that, even though some USAREC families suffered tremendous losses, "USAREC personnel were in better shape than a lot of the civilian population. After all, we had AER and our own Red Cross people looking for us and then looking out for us."

Do you have insurance?

Of all the USAREC renters who were wiped out when Hurricane Andrew blew through south Florida, only one had renters insurance. This means that only one renter will be reimbursed for all of his property that was lost during the storm.

Costs of coverage for any insurance policy, be it car, homeowner's or renter's, will vary greatly depending on the value of the property covered, the area you reside in, and other conditions individual to the terms of the insurance contract. When making inquiries for this article, the RJ was asked the following questions in terms of the value and condition of property to be insured: What is the approximate value of the total contents? Is there a security system? How far is the closest fire hydrant? Is the property within city limits? Is the structure frame, stucco, cement block, or brick? Are there smoke alarms installed in the property? Do you smoke? Do you have another insurance policy (e.g., car insurance) with this company?

Some insurance companies will give you a discount for multiple policies such as having you car and renters insurance all with the same company. Some companies might give you a discount for being a member of AUSA, and most will give you a discount for safe driving.

The area in which you live also plays a big role in how expensive your insurance will be. What a car insurance company is looking is the number of accidents that occur in a year in a given area. For example, your car insurance rates might increase if you move from a rural area to a city. Even if you are a good driver with a great record, you might move into a high-risk area and thereby incur a higher premium.

A final thought — since recruiters often drive government-owned vehicles, they might want to investigate the possibility of getting a rider to their POV insurance policy. If their insurance company will allow it, a rider could provide coverage in case the insured recruiter is found liable for damages while driving a GOV. If held responsible, a soldier can lose up to a month's pay. Check with your insurance company to see if such coverage is available to you.

The bottom line is: Can you afford to be without insurance?



Campbell Square Mall – the former home of the Homestead Recruiting Station (Miami Bn photo)

"We were really lucky we weren't fending for ourselves," Horton continued. "The support we got from headquarters was wonderful." The 38 displaced USAREC personnel were all offered the option to go on TDY status and arrangements were made to "overnight express" TDY advance checks.

As recruiters, their families, and USAREC staff slowly piece their lives back together, the rest of south Florida and coastal Louisiana do the same. Schools in Dade County were scheduled to reopen on Sept. 14, and, despite the loss of their files and records, recruiters plan to get back into those schools again soon. In many ways, the military has enjoyed positive public relations for its response to the needs of the hurricane victims. With compassion and a can-do spirit, Miami and New Orleans Recruiting Battalion personnel will continue to affect their communities.

Kathleen Welker, RJ editor



The American Red Cross Disaster Relief Services handed out free meals. (Photo by Martin Skulas)

The American Red Cross

Care and concern where it's needed

Another group from Fort Knox who went down to assist the hurricane victims was a trio from the American Red Cross: station manager Mark Bogedes and admin assistant Joanne Wilson went to Florida, and Juanita Risley went to Louisiana. The Red Cross has a traditional role to assist disaster victims, and over the years has provided aid and comfort to millions of victims all over the world.

Money donated to the Red Cross Disaster Relief Fund is sent directly to the affected area. According to Carol Cruise, assistant station manager at the Fort Knox Red Cross, of every dollar donated to the Disaster Relief Fund 97 cents is sent to aid the victims. Only 3 percent is lost to administrative costs, which include transportation of vital necessities and salaries of Red Cross personnel.

Says Cruise, "People want to do something tangible for the disaster victims, and so they bring in all sorts of needed supplies — aspirin, paper towels, school supplies, toilet paper, and so forth. But we also need financial donations. Whatever goods are collected here at Fort Knox or at any other Red Cross station must get down to Florida and Louisiana somehow. We have to contract trucks in most cases, and that's a bill that has to be paid at this end."

Donations can be made at any local Red Cross station (check your phone book) or sent to the national office:

Red Cross Disaster Relief Fund

P.O. Box 37243

Washington, D.C. 20013

And don't forget the Red Cross when it comes time to contribute to the Combined Federal Campaign (CFC). Along with Army Emergency Relief, the Red Cross provides aid in real terms (money) when military members most need it.

"Help will be needed for a long time on this one," says Cruise referring to Andrew's destruction. "People will need a lot of aid long after the news media has stopped."

Buffalo Soldiers

...overdue recognition finally awarded

Buffalo Soldiers have always been aware of their place in history, and now the world is aware of their contributions. These soldiers received their recognition at a recent Buffalo Soldier monument dedication ceremony held at Fort Leavenworth, Kan.

The nearly 2-hour ceremony featured Chairman of the Joint Chiefs of Staff, GEN Colin Powell; recording artist and Broadway star, Melba Moore; the 1st Cavalry Division Horse Platoon and a host of political and military leaders. Also in attendance were Chief of Staff of the Army, GEN Gordon Sullivan and actor, Charlton Heston.

Moore began the ceremony with the National Anthem and then closed it with, "Lift Every Voice and Sing," the official African-American National Anthem.

Recruiters from the Kansas City Recruiting Battalion were given the opportunity to be the official escorts of the Buffalo Soldiers attending the ceremony. So, as 12,500 people and dozens of television cameras watched, the red, white and blue Liberty Bell of the Army recruiters' patch was seen as they escorted the heroes of our past to their place of honor.

The Buffalo Soldiers officially disbanded in 1942 and over 300 are still living, ranging in age from 70 to 109. Buffalo Soldier, Jones Morgan, 109, normally used a wheelchair, but insisted on walking to and from the ceremony. As he was leaving, holding onto the arm of SFC Zachary Jones, a station commander, the band started playing "Garry Owen," a famous cavalry song. As Morgan heard the song he began to "high step march" to the music. The entire audience came to their feet in applause and cheering as the old man marched from the ceremony still holding on to Jones. It was a moment where you could feel the goose bumps and electricity of how important this occasion was to so many people.

"I never dreamed this would happen," said Elmer Robinson, who served in the 10th Cavalry at Leavenworth in 1935, "It still seems like a dream."

Instrumental in getting this project started almost 10 years ago while stationed at Fort Leavenworth, Powell called himself a "spiritual descendant" of the black units.

"I know where I came from," he said. "I stand before you the first



A statue of an 1870s-era Buffalo Soldier is the main feature of the Buffalo Soldier Monument at Fort Leavenworth, Kan.

African-American chairman of the Joint Chiefs of Staff and deeply mindful of the debt I owe to those who went before me. I climbed on their strong backs, I will never forget their service or their sacrifice."

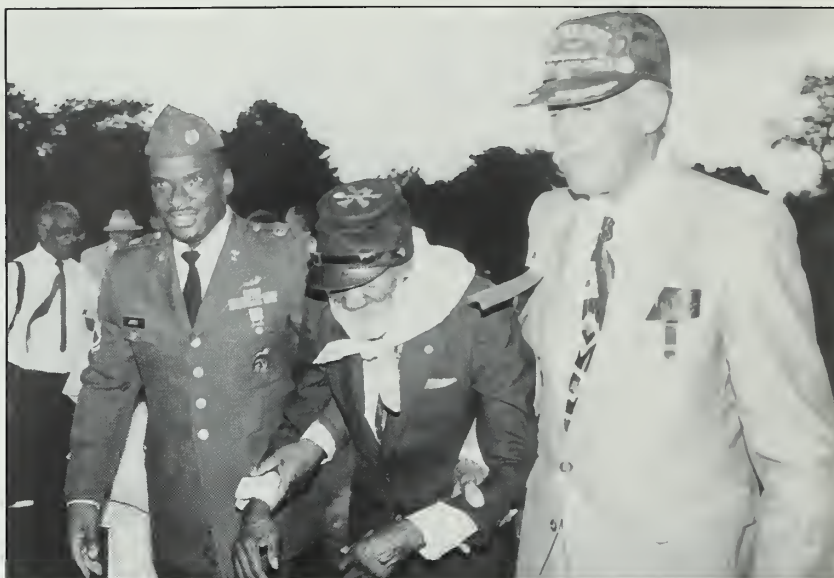
SFC Danny Hunter, station commander, Grandview, Mo., was asked what he thought about spending a Saturday escorting these former soldiers for a ceremony when he could be doing other things. Hunter replied, "It's hot and I'm tired, but these Buffalo Soldiers are great to visit with. They're full of stories. I wouldn't want to be anywhere else today. These Buffalo Soldiers are heroes. This ceremony is an important part of our nation's history, and I'm part of it."

Also, while the horse platoon was in the area, Kansas City Battalion sponsored a "Day in the Park for Kids." Over 4,000 kids showed up to watch the horse platoon perform and received a strong stay in school message. Moore came a day early and attended the "Day in the Park." Later, she not only sang, but also endorsed the Army Stay in School/ Stay off Drugs Program. She also posed for pictures for a new Kansas City Battalion Stay in School poster, and volunteered to return to Kansas City and make appearances with recruiters at local schools.

The Kansas City Parks and Recreation Department helped organize the event and provided additional entertainment and food for all the kids. Kansas City Mayor Emanuel Cleaver also spoke to the kids. Several of the Buffalo Soldiers attended the park celebration and also addressed the crowd. Mayor Cleaver proclaimed that day as Buffalo Soldier Day in Kansas City. LTC Tom Aldrich, commander, Kansas City Battalion, and over 20 recruiters participated in the park event.

Robert Wrolstad, Kansas City Bn A&PA

Kids help the horse platoon water horses.
(Photo by Emilie Fredericks)



SFC Zachary Jones, Kansas City Westport station commander escorts a 109-year-old Buffalo Soldier, Jones Morgan, with the assistance of a fellow Buffalo Soldier. (Photo by Robert Wrolstad)



GEN Colin Powell addresses the crowd at the dedication ceremony. Seated to his left is LTG Wilson Shoffner, commander of Fort Leavenworth, and to the right is Kansas Governor Joan Finney. (Photo by Frank Hotman)



The Horse Platoon in action at Swope Park in Kansas City during the "Day in the Park" activities. (Photos by Emilie Fredericks)



What did they do?

The 9th and 10th Cavalry regiments were established by Congress in 1866 as all black regiments. The home of the 10th was Fort Leavenworth and the 9th was formed near New Orleans, La. They were immediately sent into the frontier to pave the way for white settlement.

Indians are said to have admired the black soldiers strength, dubbing them "Buffalo Soldiers." Although the origin of the nickname is unclear, the title was clearly one of honor, historians say.

Buffalo Soldiers were called "policeman of the West." They built and rebuilt frontier forts as well as protecting settlers from Indian attacks.

The Buffalo Soldiers were instrumental in subduing Victorio, a leader of the Chiricahua and Mescalero Apaches. The Apache fighter eluded the cavalry, cowboy volunteers and the Texas Rangers for almost 4 years. But Victorio met his match in the 10th Cavalry under the command of COL Benjamin Grierson.

The Buffalo Soldiers distinguished themselves again in the Spanish American War. Historians say that the 10th Cavalry cleared the way for the charge by Teddy Roosevelt's Rough Riders up San Juan Hill in Cuba in 1898.

Two members of the 10th Cavalry received medals of honor for their gallantry in the Cuban campaign. Overall 20 Buffalo Soldiers have received the medal of honor.

A few years later, a young John Pershing led the 10th in expeditions into Mexico. In fact, it was his command of black troops in 1895 that earned him the nickname "Black Jack." The name, selected by fellow West Point cadets, was not considered complimentary.

Buffalo Soldier regiments and units that followed them continued to distinguish themselves in future wars, but their days as cavalry units ended in 1942. They then joined other regiments, said Stephen Allie, director of the Frontier Museum at Fort Leavenworth.

Robert Wroistad, Kansas City Bn A&PA

The Test

1. Who maintains an Order of Merit List for attendance of advanced recruiting courses (first sergeant, station commander, guidance counselor, nurse recruiter or recruiting operations)?

- A. Company commander
- B. Brigade commander
- C. Operations NCO
- D. Battalion commander

2. How often does the company commander review the USAREC Pam 350-2?

- A. Monthly
- B. Weekly
- C. Bimonthly
- D. Biweekly

3. How many times annually will USAREC soldiers be weighed and in conjunction with what event?

- A. Yearly with the annual APFT
- B. Quarterly with the quarterly CAARC
- C. Semiannually with the APFT
- D. Once per month during the BLT's visit

4. Which of the following forms can be used for proof of birth of US citizens born abroad?

- A. DS Form 1350
- B. INS Form N-560
- C. FS Form 545
- D. FS Form 240
- E. All of the above

5. An explanation of single parent signature will be made by the parent in the remarks section of DD Form 1966 in addition to the parent signing the consent.

- A. True
- B. False

6. Persons who signed a DA Form 4991-R (Declination of Continued Service Statement) and who were separated before their scheduled ETS may not apply for reenlistment in the RA until _____ years after their separation date.

- A. 1
- B. 2
- C. 3
- D. None of the above

7. An individual enlisting for the USAR student loan repayment program, who enlists for a non-critical skill, can expect his/her \$15,000 student loan to be repaid.

- A. True
- B. False

8. A HSDG who has completed IADT, is MOS qualified, and has served 9 months in the unit is eligible for their

initial LRP payment to be made.

- A. True
- B. False

9. A USAR applicant enlisting for the MGIB, who already holds a bachelor's degree, may use his or her entitlements to attend graduate school.

- A. True
- B. False

10. When a LEADS management card is assigned to the wrong recruiting station, it should be sent to?

- A. CLT
- B. BLT
- C. Recruiting battalion operations
- D. None of the above

11. Prospecting must be directed toward _____; therefore, work efforts should focus on _____.

- A. Penetration of entire market, mission box requirements
- B. Work plan, total zone
- C. Zone, market
- D. Work plan, mission box

12. How long is a moral and administrative waiver valid after the approval date?

- A. 12 months
- B. 9 months
- C. 6 months
- D. 3 months

13. After the end of the calendar year, the recruiter planning guide will be _____.

- A. Filed for 1 year in the recruiting functional station files
- B. Filed for 2 years in the recruiting functional station files
- C. Retained by the recruiter for 1 year
- D. Destroyed on 1 January

14. How soon may a waiver be submitted for lost time of over 15 days?

- A. Two years from separation
- B. Two years from the last day of lost time
- C. One year from the last day of lost time
- D. Three years from separation

15. Who is the approving authority for an OAD felony waiver?

- A. Civilian or military expert on waivers
- B. Battalion commander
- C. Company commander
- D. Senior guidance counselor
- E. CG, USAREC

(The answers to this month's test can be found on the inside back cover.)

The way I see it . . .

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instruction on the back of this form, postage free. Please be as detailed as possible when citing examples for improvement. Recruiters, support staff and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are not required.

Teamwork: Working together as a team we can accomplish more than working as individuals. Share your vision for the future of the U.S. Army Recruiting Command. All forms are mailed to and received directly by the U.S. Army Recruiting Command Chief of Staff, Fort Knox, Ky.

HQ USAREC Fm 1825, 1 Jan 91

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Fold here first

No more station commanders

Nashville Company is getting a glimpse of the future of Army Recruiting. They are the USAREC test company for the Platoon Sergeant Concept.

The philosophical idea behind the concept is that recruiting should be decentralized, with recruiters being more independent and requiring less management.

Less management will mean the position of station commander and the idea of recruiting station areas will be abolished. A platoon sergeant will be appointed to lead a platoon of multiple stations. In fact, recruiting stations will only be sub-offices of the platoon, and success will be measured by how successful the platoon is, not the old recruiting station or the recruiter. Recruiters will be judged not only by individual production but by how they work as a team in helping other recruiters achieve platoon success.

"Getting everybody to work and think as a team is a big challenge but it is being done," said SFC Daniel E. Clayton, a Nashville Company platoon sergeant.

The platoon sergeant will have the responsibility, accountability and authority to lead the platoon and to interact with CLT and BLT. They will be responsible for production and training within the platoon, with formal training taking place every Friday. The training will consist of production updates and sales training for all recruiters.

SFC William H. Dewalt Jr., another Nashville Company platoon sergeant, considers training to be a key element of the concept.

"The most innovative idea of the concept is that the platoon sergeant should not be sitting in a recruiting station, but that he should always be with the recruiter and training him," he said.

"In the past we would train the TTE recruiter, and then after their TTE period we would consider the training completed. Now we work not only with the TTE recruiter

but all recruiters all the time," he added.

For the field recruiter, the concept will mean that they will have more responsibility and will have to put more emphasis on time management. Under this new system recruiters will be held more responsible for quality control on their own enlistment packets, instead of depending on others in the enlistment process to fix their mistakes.

"Recruiters will have to be motivated and flexible. If they are looking to be totally managed and told what to do, this whole thing will be a big headache for them," said SSG Pamela A. Wheatley, a recruiter at the Antioch (Tenn.) Recruiting Station.

"It has given me total flexibility to plan my recruiting.

If I can show my plan is good, nobody will come and change it," she said. "Office hours are not set in stone. If I prospect better at 9 o'clock at night, then I can adjust my hours."

Recruiters will also share responsibility for high schools. The thought behind this is that with two recruiters for each school there will no longer be an abrupt change if a recruiter should

be moved from that high school, since his partner will continue to represent the Army.

The test in Nashville Company will last until March 1993. At that time the system will be evaluated based on the quality of enlistment packets, recruiter production, DEP loss, and a quality of life survey. After working out any problems, USAREC intends to implement the program, command-wide, by FY 94. Perhaps this is a test where we know the outcome but we are refining the questions.

"I'm excited about it. It will be a new adventure for us but if we think it through it will work and increase production," HQ USAREC CSM Ernest H. Hickie said. "Those who want more responsibility will get it."

Vince Nunez, Nashville Bn A&PA



SFC Daniel Clayton, with MSG Serena Rowan of HQ USAREC, in Friday training with his platoon.

How to merit a promotion



—USAREC's unique exception to policy aids recruiters' careers

Did you know that recruiters can earn merit promotion to staff sergeant and sergeant first class? Detailed recruiters can be promoted to staff sergeant when they earn their recruiter rings and OOR recruiters can earn promotion to sergeant first class, but the criteria differ for RA active duty and AGR sergeants. Please read carefully — this could mean an extra stripe for you.

RA Merit Promotion to Staff Sergeant



The Commanding General has been authorized to request merit promotion to staff sergeant for detailed recruiters who earn their recruiter rings. These promotions require an exception to policy from DCSPER for time in service, time in grade, and promotion point cut-off scores.

Merit promotion selection criteria are:

- Recruiter must have earned the recruiter ring.
- Recruiter must be a PLDC graduate.
- Recruiter must meet DA standards for appearance, bearing, and deportment.

The process involves paperwork, of course. When a detailed recruiter achieves the recruiter ring requirements, his or her commander will include a recommendation for promotion in addition to requesting the ring, in accordance with USAREC Regulation 672-10, paragraph 4-4.

Recruiter ring and merit promotion requests should be forwarded through the chain of command. Each commander should specifically address the soldier's merits as listed above.

The catch? If you, a detailed recruiter, have reclassified to OOR as a sergeant (E-5) before earning your recruiter ring, you cannot be meritoriously promoted. This merit promotion is only for detailed recruiters; reclassifying effectively means you're no longer detailed. USAREC has had to deny numerous recruiters who, having earned their recruiter rings shortly after reclassifying to OOR, request meritorious promotion as an exception to policy.

RA Merit Promotion to Sergeant First Class



The Commanding General has been authorized to request, as an exception to policy, 10 merit promotions to sergeant first class, based on production for OOR. The Recruiting Command needs DCSPER approval for exception to DA promotion policy for time in service and time in grade.

The merit promotion selection criteria are:

- The recruiter must have a minimum of 6 years time in service and 2 years time in grade.
- The recruiter must be a BNCOC graduate.
- The recruiter must meet DA standards for appearance, bearing, and deportment.

- The recruiter must either already be 00R or agree to reclassify to 00R.

These merit promotions are awarded on an annual basis, one per brigade, with six to be used by the Commanding General for the Annual USAREC Awards Board.

Commanders are encouraged to select qualified soldiers for merit promotion. Requests should be forwarded through the chain of command, addressing the soldier's merits as listed above in the promotion criteria.

Merit Promotions for USAR AGR Recruiters

The good news — DCSPER has authorized an unlimited number of promotions to SSG and SFC for initial recruiting tour soldiers and a total of 10 merit promotions for subsequent recruiting tour soldiers (five to SSG and five to SFC) each calendar year.

The bad news — The policy regarding the number of promotions authorized and the criteria for selection has changed several times since 1988. This turbulence in policy, along with a lack of education in first line leaders, may have contributed to the low number of soldiers promoted meritoriously.

The straight poop — There are three categories for merit promotion for USAR AGR recruiters: initial recruiting tour soldiers, subsequent recruiting tour soldiers, and USAREC annual awards winners. Each category has its own criteria, so make sure both you and your first line leader understand the details and the process.

initial recruiting tour soldiers

This category includes all soldiers serving their first 36 months in recruiting. There is no limit to the number of soldiers who may be promoted in this category. Detailed recruiters may be recommended for merit promotion only if they are willing to reclassify to PMOS 00R upon acceptance of promotion.

All soldiers in this category:

- Must have earned their recruiter ring during their first 36 months in recruiting.
- Should be recommended for merit promotion as soon as possible after the award of the recruiter ring, as the award of the ring is the basis for the promotion.



- Must receive favorable recommendation for promotion from their entire chain of command.
- If currently in the grade of sergeant (E-5), must have completed PLDC as outlined in AR 140-158, paragraphs 1-27 and 1-28. The NCOES requirement for promotion to SFC has been waived for soldiers in PMOS 00E.

Subsequent recruiting tour soldiers

This category involves soldiers who have served more than 36 consecutive months in recruiting. These promotions are limited to two per recruiting brigade per calendar year (one to SSG and one to SFC), and two per calendar year at the discretion of the Commanding General.

All soldiers in this category:

- Must have earned their recruiter ring after their initial 36 months in recruiting.
- Should be recommended for merit promotion as soon as possible after the award of the recruiter ring, as the award of the ring is the basis for the promotion.
- Must receive favorable recommendation for promotion from their entire chain of command.
- If currently in the grade of sergeant (E-5), must have completed PLDC as outlined in AR 140-158, paragraphs 1-27 and 1-28. The NCOES requirement for promotion to SFC has been waived for soldiers in PMOS 00E.

USAREC Annual Award Winners

This category pertains to those soldiers who are recognized as the top soldiers in each annual awards category. Soldiers in this category must meet the NCOES requirement for promotion to SSG. Awarding of the recruiter ring is not required for promotion in this category. Soldiers otherwise qualified for merit promotion will be recommended for promotion by HQ USAREC automatically upon recognition as:

- USAREC Recruiter of the Year
- USAREC Nurse Recruiter of the Year
- USAREC New Recruiter of the Year
- USAREC Guidance Counselor of the Year
- USAREC Soldier of the Year (if a recruiter)

The bottom line

USAREC personnel are in a unique position in the Army — merit promotions are just not possible in other commands. But you, recruiters and supervisors, must be aware of the criteria. Educate your first line leader on merit promotion to ensure that each deserving recruiter is appropriately recognized. Merit promotions mean an extra stripe, extra money in the paycheck, and improved morale for the recruiting force.

Recruiting *extraordinaire*



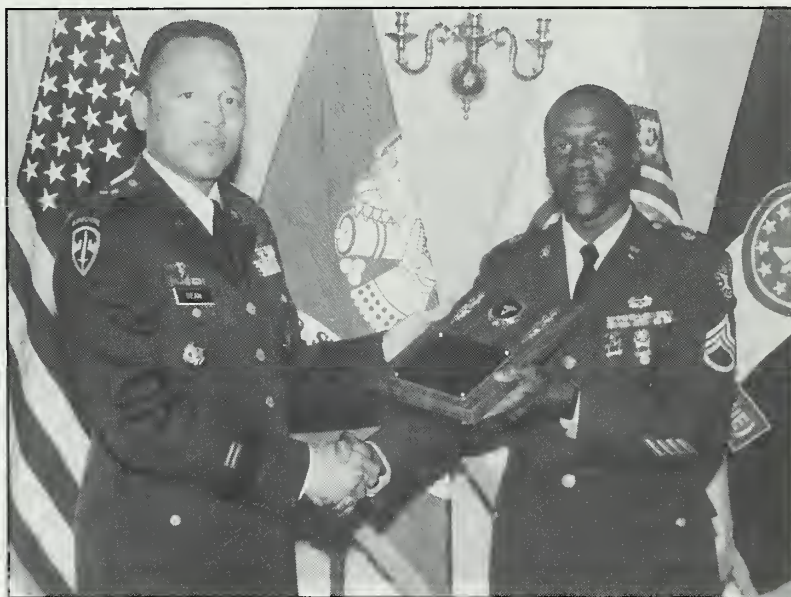
Continuous prospecting and teamwork equals success. This is the formula that 1st Recruiting Brigade puts into practice with its Nurse Extraordinaire Club program.

The Nurse Extraordinaire Club was founded by 1st Brigade nurse staff officer LTC Patricia Ross to motivate the nurse recruiters to meet the new challenge of Mission Box Plus One YTD. "In the near future, the Brigade's goal is to induct at least half of our nurse recruiters into the club," said Ross. "With the proper motivation, I see no reason why our nurse recruiters can't meet the challenge and become super nurse extraordinaire achievers."

The Nurse Extraordinaire Club contributed significantly to 1st Brigade's second quarter nurse achievements with Albany Battalion achieving RA box, Philadelphia Battalion achieving USAR box, New York City Battalion achieving RA, and Brunswick, Baltimore, and Pittsburgh achieving USAR.

The first inductees into the Nurse Extraordinaire Club were presented with awards for their accomplishments at

a luncheon held in their honor and hosted by former brigade commander BG Arthur T. Dean.



Former 1st Brigade commander BG Arthur T. Dean presents RA nurse recruiter SFC Johnny Frambo, New York City Battalion, with the Nurse Recruiter Extraordinaire Award. (Photo by Henry Haney)

In the Nurse Extraordinaire Club program, nurse recruiters, nurse counselors, and recruiting station commanders within each battalion work as a team addressing all aspects of Army Nurse Corps recruiting. At the same time, the program builds on the fact that the nurse recruiter must get out in the public domain, generate interest, and get prospects to buy the Army Nurse program.

"Since the inception of the Nurse Extraordinaire Club," says Ross, "I am seeing that most nurse recruiters are really serious about putting quality nurses into the Army. They have figured out the formula, broken the code, and are on their way. At some point in time, we hope to see that happening across the board. The brigade nurse staff will focus much of our time and efforts this year, and in the upcoming year, motivating the battalion nurse recruiter teams."

Henry R. Haney, 1st Brigade A&PA

Hard hand to beat

■ If you're a gambling person, you know a full house is a hand that's hard to beat. Recently, SGT Edward Cooper, Reserve recruiter for Hopkins (Minn.) Station, enlisted a full house, a set of triplets and a set of twins (different families) from the 1992 Wayzata High School graduating class.

According to SGT Cooper, "You would not believe the challenges that arose processing the triplets for enlistment. One challenge was coordinating the processing so they could all process at the same time. All three were working, so coordinating time off was a real challenge. Another challenge was different ideas, three different goals for three different individuals."

Justin Mitchell, the oldest of the triplets, has always been interested in the medical field. "By enlisting for the medical field in the Army Reserve, I can accomplish this goal because of the training they offer me and the additional college money I will be receiving." Justin said, "With four brothers in the family, this sure takes a load off our parents."

Gene Mitchell stated, "My career plans are to pursue a degree in journalism and major in TV broadcasting with a goal to become an anchor person for a news station."

Ross Mitchell told SGT Cooper, "The biggest reason I joined the Army Reserve was for the extra college money and additional training I will be receiving. I plan to attend Austin Community College and then on to Winona State University."

The Krenz twins, Tony and Andrew, were a little easier to process. Cooper said, "I talked to Tony first. He was very hesitant and balked at first. Having difficulty with Tony, I directed my efforts at Andy. Andy had stated he wanted mechanic training and asked me if it was possible to get it. We had no problem getting his specialty."

Cooper continued, "Now I directed my sights on Tony again. I sent my new emissary home to show Tony what we did for him. With a little selling and convincing, we sold Tony. Since Andy was a part of his brother's enlistment, he was given credit for a referral and got a promotion to E-2 for his efforts. Later, Tony referred a

fellow senior and also received a promotion to E-2."

According to Andy Krenz, "My biggest reason for joining was to get that edge on life and also the college money. I plan to attend Brainerd Community College in the future. I would recommend the Army Reserve to anyone."

Tony Krenz stated, "I plan to pursuing an agriculture-business degree. Without the help of the Army Reserve, this may not have been possible."

Jerry Manos, Minneapolis Bn A&PA



Above: SGT Cooper with triplets Justin, Gene and Ross Mitchell. Below SGT Cooper with twins Andrew and Tony Krenz. (Photos by Jerry Manos)



Panama City plays

■ Members of the Panama City Recruiting Station precision golf team hit the links at Tyndal Air Force Base to display their prowess with the sport.

Playing the back nine holes of the course, a par 36, they established new standards to include the 90-degree tee shot (the wind was significant and often caught the ball, taking it out to sea).

The course at Tyndal actually juts out into the Gulf of Mexico, making water and the sea breeze serious factors in the game.

"We have an objective oriented work ethic in the station," said SFC Michael Boatwright, station commander. "I like to think we focus on the bottom line and then

do what is necessary to make it happen. The same is true with PT. We have a regular PT program but sometimes we play basketball, volleyball or, like today, golf. Variety keeps everyone interested and physically fit."

It was, in fact, not one of the best rounds of golf ever played. But the team spirit and camaraderie displayed by the five members of the Panama City Station on the golf course is the same spirit displayed on the job. The same attitude has resulted in consecutive combined mission box for the last 12 months.

"Having fun is an important part of our quality of life and consistent production on the job supports that end," said Boatwright.

J.B. McCollister, Montgomery Bn A&PA



Members of the Panama City RS precision demonstration golf team display their technique at the 18th Tee. Members of the team are: (left) SFC Michael Boatwright, SGT Thomas Johnson, SSG Dennis Ethridge, SFC Nicgorski and SSG Henry Lafferty. (Photo by J.B. McCollister)



CPT Tommie Campbell, commander of Plano Company, gathers debris to get the Adopt a Highway Program underway; SSG Shawn Feid, Sherman station commander, is close behind. (Photo by Don Norton)

Station adopts

■ Plano Company of the Dallas Recruiting Battalion is working on a sort of "clean sweep" on northern Texas highways this year.

Every station in the company is to adopt a two-mile section of a state highway and keep it cleared of debris — just as soon as Texas Highway Department furnishes appropriate signs. The first sign was put up in June on Highway 75, north of Sherman, Texas, and another is to follow at Greenville.

Besides the signs announcing the adoption, the highway department provides bags for a general cleanup at least once every 3 months. However, the county where the highway is located has the responsibility to keep the grass cut.

Future adoptions are planned. CPT Tommie Campbell, Plano Company commander, was on hand with SSG Shawn Feid, Sherman station commander, for the first one.

Don Norton, Dallas Bn A&PA

Full-time commitments

■ July 18, 1992, was a special day for Tammy Mattison, Todd Monroe and SSG Michael Mitchell of the Glens Falls Recruiting Station.

That's the day Mattison and Monroe were married by Mitchell, who is an ordained minister and the recruiter who enlisted them both first in Army Reserve and then later in the Regular Army.

It all began when the engaged couple decided to go talk to a recruiter because Mattison was interested in the Army Reserve.

"Todd and I discussed it ahead of time before going to a recruiter. We didn't know whether we'd like it or not, so we wanted to try the Reserve first," she explained.

So the couple talked to Mitchell. He talked to them about part-time and full-time opportunities in the Army.

"What makes a good recruiter is knowing your applicant. Mitchell explained I try to get applicants to understand that they need to make decisions about their life whether they go into the Army or not. This is your life. You call the shots. Decide what you want to do."

For Monroe and Mattison, their decision was for both to go into the Army Reserve, and they began processing together. They went to the military entrance processing center the same day, got jobs in the supply field, went to basic training about the same time but separately, and attended advanced individual training together at Fort Lee, Va., earlier this year.

They returned and decided to go on active duty.

"We liked it and wanted to go on active duty," said Mattison.

"We wanted to make more out of it. Going out weekends wasn't enough," says Monroe.

The couple liked how Mitchell handled their processing.

"He's a good recruiter. He's very honest. He told us how it was going to be and prepared us even before we went to basic training." Mattison explained.

It was the way in which Mitchell dealt with the couple that prompted them to consider having him perform their wedding ceremony.

"We knew he was a reverend. He said he'd be honored to perform the ceremony," she added. For Mitchell, who has been a minister for 10 years, it was his first time marrying a couple who both were soldiers.

A recruiter for almost 3 years, Mitchell maintains a balance between being a recruiter and an associate pastor at his church by keeping his job and his church work separate. He has served as a role model and mentor through his church work by assisting with youth programs which offer classes on staying in school, alcohol, drug and substance abuse and job opportunities.

His future plans include finishing seminary and receiving a degree in religious counseling.

"Keep the faith and keep on going," Mitchell says regarding his success in recruiting.

JoAdail Stephenson, Albany Bn A&PA



SSG Michael Mitchell performs the wedding ceremony of Todd Monroe and Tammy Mattison. (photo by JoAdail Stephenson)

Rescue

■ SGT Kevin Daugherty, a recruiter with the Idaho Falls Recruiting Station, has been recommended for the Soldier's Medal after saving the life of a drowning teenager.

Matt Fraser of Idaho Falls was rescued by Daugherty, following a swimming accident in the Henry's Fork of the Snake River.

Daugherty said he saw Fraser hit

a log and jumped in to help when he realized he was in trouble.

After pulling the teen to safety, Daugherty discovered Fraser was not breathing. He administered cardiopulmonary resuscitation to clear his lungs and get him breathing again.

"I'm glad he was there, cause if he wasn't there, I wouldn't be here," said Fraser, following the incident.

Debi Kemp, Salt Lake City Bn A&PA

A hitt in hometown

■ COL Johnnie B. Hitt, commander of 5th Recruiting Brigade, was a hit in his hometown of Wills Point, Texas, during a whistle stop there to donate his Desert Storm uniform and an Iraqi colonel's uniform to the town museum.

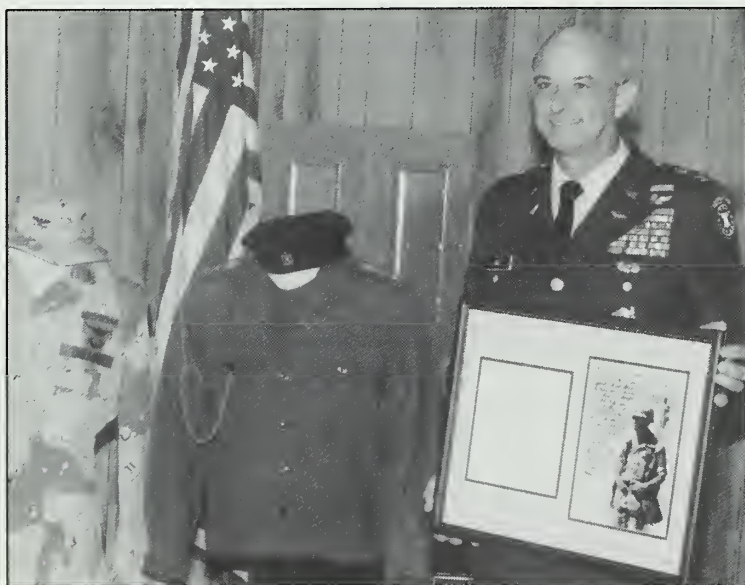
The townspeople took the opportunity to officially proclaim May 19 as Johnnie B. Hitt Day, appoint him as Justice of the Peace for the day and present him with a key to the city. With true hometown,

small town flavor, members of the Historical Society and Chamber of Commerce served a luncheon of chicken and tuna salad sandwiches and fruit cups.

The town mayor said, "You know you are well liked when half the town claims to have known you, to have been your teacher, or to be related to you."

During his visit, Hitt spoke to an assembly of students at the high school, encouraging them to stay in school, stay off drugs and to remember the Army as a source of opportunities and challenge.

Cheri Avigne, 5th Bde A&PA



COL Hitt displays donated Desert Storm uniforms at his hometown's museum. (Photo by Cheri Avigne)

Recruiter or teacher

■ As students walked into their math class on a Monday morning, they noticed that their regular teacher wasn't standing in front of the class.

Instead, a man in an Army uni-

form was there.

"Oh no," they all groaned. "Another person trying to get us to join the Army."

What a surprise to learn that SSG Eugene Bourn was there to teach their math class.

Bourn, a recruiter from the Fort Collins (Colo.) Recruiting Station, takes off his Army hat and puts on his teaching hat once or twice a

month at Berthoud High School. He has taught language and business as well as math.

His students are considered "high risk": potential drop-outs. Many are from dysfunctional families or have other problems.

Aside from teaching class, Bourn makes daily or weekly contact with the students, encouraging them to stay in school, study and to make something of themselves.

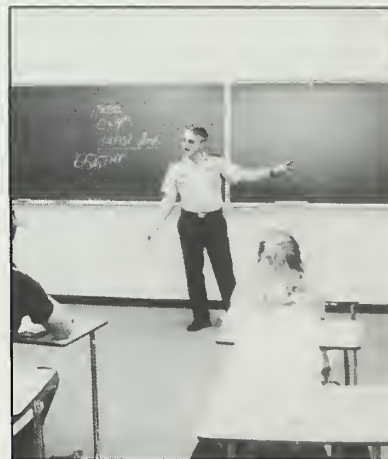
He and his wife, Michealyn, spend countless hours on the phone talking with many of them, persuading them to stay in school and to keep going.

The Bourns give the students encouragement where they have none and have taken some of the children into their home.

Every staff and faculty member knows Bourn and welcomes his presence in the school. They let him know if a student is having trouble or, in some cases, has come back to school.

Not only is Bourn a recruiter, but he is also a teacher and mentor to all young people he encounters.

Carmi Eichorn, Denver Bn A&PA



SSG Eugene Bourn teaches at Berthoud High School. (Photo by Carmi Eichorn)

Hot messages

RECUSAR message 92-073 provides new instructions on processing AWOLs. Note the change in revoking the orders.

RECUSAR message 92-067, part I, provides instructions on the correct way to build a REQUEST reservation on IRR soldiers. All IRR soldiers are entered as TRR in the ARTYPE.

Guidance counselors

STARR applicants are having problems at some basic training locations in that they are being held over and not being released in time to return to school. We have a quick fix for the problem: Add a mandatory return date (MRD) to the IADT order and the training base will have something to work with.

Vacancy Potential Transcript (VACPOT)

The VACPOT was designed to assist efforts in recruiting MOS qualified Individual Ready Reserve (IRR) members for U.S. Army Reserve (USAR) Troop Program Unit (TPU) positions.

The personnel needs of the TPU are displayed as vacancies on the USAR Recruit Quota System (REQUEST). These vacancies are matched against IRR enlisted records from the Army Reserve Personnel Center (ARPERCEN) IRR Personnel Master Files using a FORSCOM strength analysis and reports (FORSTARS) system.

The program design included development of graduated 75-mile zip code access areas, a match of primary military occupational specialty (PMOS) or secondary MOS,

computation of permitted grade substitution, and incorporated unit ability to accept non-duty MOS qualified soldiers under "will train." Additionally, this program was enhanced to incorporate current MOS Readiness Priorities (MRP) as reflected on REQUEST.



Questions from the field

Can a USAR member continue to receive Student Loan Repayment Program eligibility after their military service obligation expires?

The answer can be found in AR 135-7, 1 Jun 90, Incentive Programs, and I02, AR 135-7, 28 Feb 92, paragraph 5.1-10 b and c. Having once executed the DA Form 5261-4-R, it need not be executed on subsequent reenlistments or extensions for continued Selected Reserve participation, but payment will not exceed the original contract amount.

A soldier who separates from

the Selected Reserve and had a break of 24 hours or more may be eligible to enlist or reenlist for the SLRP providing they qualify. (See AR 135-7 for qualification criteria.) The soldier is only entitled to SLRP payments that equal the maximum authorized SLRP minus any previous SLRP payments.

Why am I having problems getting documents from the Records Center in St. Louis?

The first question that must be answered is how are they being requested and through what source. The correct procedure is to request PS verification documents for applicants through your recruiting battalion. Recruiting battalion operations will complete USAREC Form 142 and forward it to the USAREC Liaison Team.

Recruiting personnel will not provide documents for non-applicants nor will they provide the address or telephone number to individuals requesting these documents for their personal use. These individuals will be referred to the VA for assistance in requesting such documents.

New address

If you have a question or an idea you want to share with others, write us. Please be as detailed as possible.

Send mail to our new address:

HQ USAREC
Director of Reserve Affairs
ATTN: RCRC-TIPS
Fort Knox, KY 40121

POC is MSG Hirnikel, (502)624-0872.

With apologies to non-wife spouses

Military wives are . . .

What are we ladies? We are wives of the military . . . drawn to the pomp and circumstance by the thrill of serving our country through our men, right?

Wrong.

I don't know about the rest of you, but my life as an Army wife began with a cuckoo clock.

He said, "So, do you want to go to Germany with me and pick up a cuckoo clock?"

I said, "I do . . . and I'm packed."

So began my life as an "atta-girl." An atta-girl is the woman who follows her big lug around the globe for at least 18 of his 20 years in uniform (unaccompanied tours considered.)

She memorized his social security number years ago, after quickly learning that she couldn't cash a check or have a baby without it.

This woman has changed jobs so often and worked so many volunteer hours that asking her to keep her resume to the preferred two pages is like asking her which one of the kids she wants to keep.

Ah, yes . . . the kids . . . the little darlings . . . mini family members. They're born anywhere between Spokane and Savannah, unless they're twins. Twins often make their debut in a foreign country, when there's no family around to help pull night shifts.

Maybe there's a west coast baby or an accidental east coast baby. Sometimes the kid is on solid food before Dad lays eyes on him for the first time, but that's another story.

The atta-girl is not just another shop-til-you-drop woman, although she can ask "How much?" in a couple of languages. She is strong and flexible. She has to be to survive that last minute change to orders, sending

her and the family to Milwaukee when the household goods await them in Germany and the family station wagon is on a boat somewhere.

The woman can spot the box with the wall hangings in it while it's still on the Mayflower moving van, tear it open with her teeth if she has to, and get the Home-Sweet-Home needlepoint up on the wall before the little east coast baby can cry, "Mommie, where's the bathroom in this house?"

She is forever prepared. She learned long ago to have some sweet culinary creation ready to pop in the oven at a moment's notice for those battalion bake sales.

She can buy a low-cost, low-grade rump roast, tenderize and pulverize it into something edible, and entertain guests that night in her new government quarters.

She is a soldier out of uniform.

Nothing can stop her, and she doesn't ask for that much. She sometimes fails, but usually succeeds. She gets lonely but makes new friends easily.

She lives and learns, and all that is important to her is having her teenagers and husband on the same continent. (If they're all speaking to each other, that's a perk!)

We are atta-girls. Together we form families and long lines at the commissary. We're Jackies-of-all-trades. We work and volunteer for everything legal.

Together we laugh, cry and swear.

Who could ask for anything more, right?

I can.

I never did get that cuckoo clock.

LuAnne Fantasia, 5th Bde A&PA

Rings

ALBUQUERQUE

SSG Juan R. Ortiz Jr.

ATLANTA

SFC Richard J. Jones

BALTIMORE

SFC Gregory L. Massey

BECKLEY

SSG David W. Windsor

BRUNSWICK

SFC Kevin F. Feeney

SFC Keith Antworth

SFC Charles Caskey

SFC Doyle W. Confer

SFC Richard D. Fertig Jr.

SSG Lyle J. Hogue

SSG Samuel L. Johnson

SFC Donald P. Richard

SSG Arnold Ridley

CHICAGO

SFC Robert J. Nowakowski

SFC Robert A. Middleton

COLUMBUS

SFC Frederick J. Garverick

SFC James P. Henry Jr.

DALLAS

SSG James W. Hoffman

SSG William E. Sanders

DES MOINES

SFC John H. Adams

SFC Michael D. Johnson

SFC Stephen C. Chandler

HARRISBURG

SFC Stephen P. Amling

SSG Allen G. Blanchette

MSG Jacqueline Caruth

SSG Ervin T. Kohn

HONOLULU

SFC Itula S. Tupea

HOUSTON

SFC Othell Broger

SFC Herbert G. Gold

SSG Renee D. Kiel

SSG Marcial Sepulveda

INDIANAPOLIS

SFC Joseph M. Dake

JACKSONVILLE

SFC Larry W. Amick, Sr.

SSG Miguel Ramos

SFC Stephen M. Vaughn

SFC Jeffrey Walthers

LANSING

SSG Michael D. Jacob

LOS ANGELES

SSG Michael E. Adams

MIAMI

SFC Courtney Miller

SSG Jose Ortiz

SFC Jose Quiles

SSG Bruce Smith

SSG Jesus A. Soto

MILWAUKEE

SFC Jeffrey S. Hintzman

SFC Thomas B. Wilson

SFC Edith M. Chouinard

MONTGOMERY

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SSG George Parker

SSG Kelvin Phillips

NASHVILLE

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SFC Larry Bell

SFC Donald Mallet

SFC Perry G. Allen

SSG Bob T. Johnson

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MSG Peter J. Boyle Sr.

SFC Billie M. Cherry

PHOENIX

SSG Scott T. Pope

SSG Robert H. Carr

PITTSBURGH

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SSG Brian D. Gault

SSG John B. Bivens

RALEIGH

SSG Terrence J. Walker

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SFC William R. Collins

SFC Timothy G. Newtown

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SSG Roberto S. Cuevas

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SSG Tony Liggins

SSG Donny R. Newcomb

SGT Charles Hickson

ST LOUIS

SSG Richard M. Armour

SFC Brett A. Burkardt

SYRACUSE

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TAMPA

SSG Lonnie Crook

Gold Badges

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SSG Thomas L. Williams

ALBUQUERQUE

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SSG Tommie L. Hinton
SGT Antonio E. Foruria

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SGT Eric J. Bohl
SGT Edna M. Phillips
SFC Joe A. Johnson

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SGT Blaine K. Bryant
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SSG John P. Shad
SSG Adolphus M. Coles
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SSG Timothy J. Hunter
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SGT Manuel D. Rivera

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SSG Douglas R. Moon
SSG Joseph F. Siwy
SGT Nathaniel Wright

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SGT Gerardo A. Rodriguez
SFC Ricky P. Mendiola

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SSG Edward Vanicky
SSG Jonathan Garrett
SSG Wilhelm Robley
SSG Roderick J. Shaw
SSG Robert Adams
SGT Wardell Greer

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SGT Utaw M. Vines

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SSG Carol L. Wallace
SFC Eldon R. Wise
SSG Jeffrey Robinson

TAMPA

SSG Joffre F. Chernes
SSG Francisco Rosado
Santiago
SSG Terry W. Hadley
SGT Jimmy J. McCroskey
SGT Ross G. Scott

RSC Schedule

RSM October

Cinema Vans

BECKLEY, Oct 12 - 23
CHICAGO, Sep 30 - Oct 9
CLEVELAND, Oct 12 - 16
DALLAS, Sep 29 - Oct 9
DES MOINES, Sep 29 - Oct 2
HARRISBURG, Oct 19 - 23
JACKSON, Sep 30 - Oct 9
LANSING, Oct 5 - 16
MILWAUKEE, Oct 5 - 23
MINNEAPOLIS, Sep 29 - Oct 9
NASHVILLE, Sep 29 - Oct 9
NEW ORLEANS, Oct 12 - 23
NEW YORK, Oct 19 - 23
PHILADELPHIA, Sep 29 - Oct 2
PITTSBURGH, Oct 13 - 23
SEATTLE, Sep 29 - Oct 23

Cinema Pods

ATLANTA, Sep 29 - Oct 23
BALTIMORE, Oct 5 - 12
BRUNSWICK, Sep 29 - Oct 26
CLEVELAND, Oct 19 - 23
DALLAS, Oct 5 - 23
HOUSTON, Sep 29 - Oct 26
JACKSONVILLE, Oct 1 - 26
OKLAHOMA CITY, Sep 29 - Oct 23
LOS ANGELES, Sep 29 - Oct 14
SANTA ANA, Oct 16 - 26

High Tech

ALBUQUERQUE, Sep 29 - Oct 9
KANSAS CITY, Oct 13 - 23

Answers to the Test

1. D, USAREC Circular 350-8, page 2, para 6d(5)
2. A, USAREC Reg 350-4, page 12, para 3-14b(5)
3. C, USAREC Reg 350-4, para 3-12b(3)
4. E, AR 601-210, Chapter 2, 2-2, table 2-1, rule B, e, 4 (1), (2), (3), (4)
5. A, AR 601-210, Chapter 2, 2-2, table 2-1, rule A, c
6. B, AR 601-210, Chapter 3, para 3-8, table 3-6
7. B, USAREC Reg 621-1, Chapter 4, para 4-2(d) (2)
8. B, USAREC Reg 621-1, Chapter 4, para 4-4d
9. B, USAREC Reg 621-1, para 2-1 (3)
10. C, USAREC Reg 350-7, page 26, Appendix D, D-2 a (1)
11. D, USAREC Reg 350-7, Chapter 3-3 c
12. A, USAREC Reg 601-56, Chapter 1, para 1-4 b
13. A, USAREC Reg 350-7, Appendix G, page 48, para G-5 (a)
14. B, AR 601-210, Chapter 4, 4-1
15. E, AR 601-210, page 30, table 4-1, line G



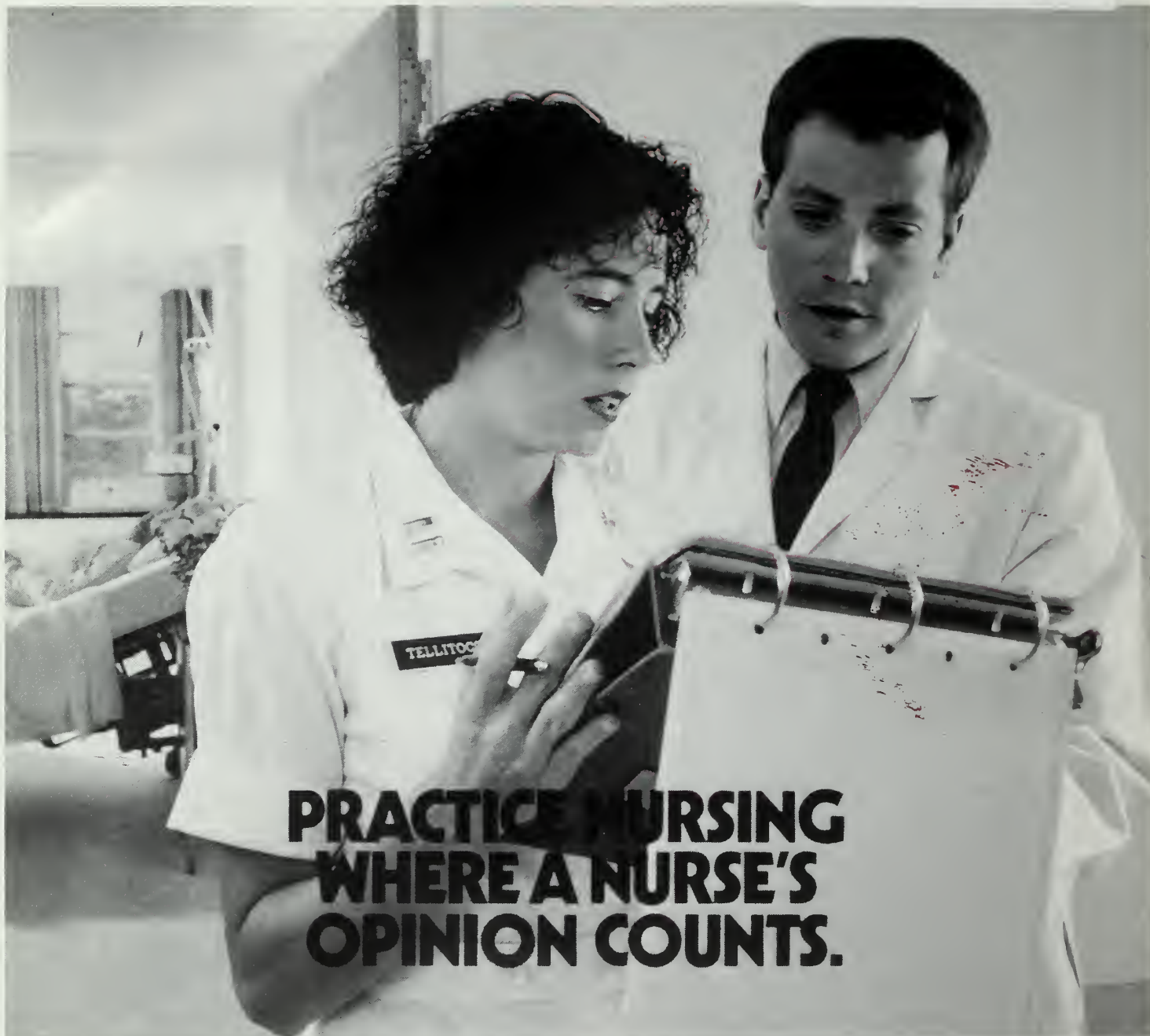
Soldiers received praise for their assistance in the disaster relief efforts following Hurricane Andrew. (Photo by Martin Skulas)

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together, it always works to the patient's benefit. Things get diagnosed faster—and treated faster.

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